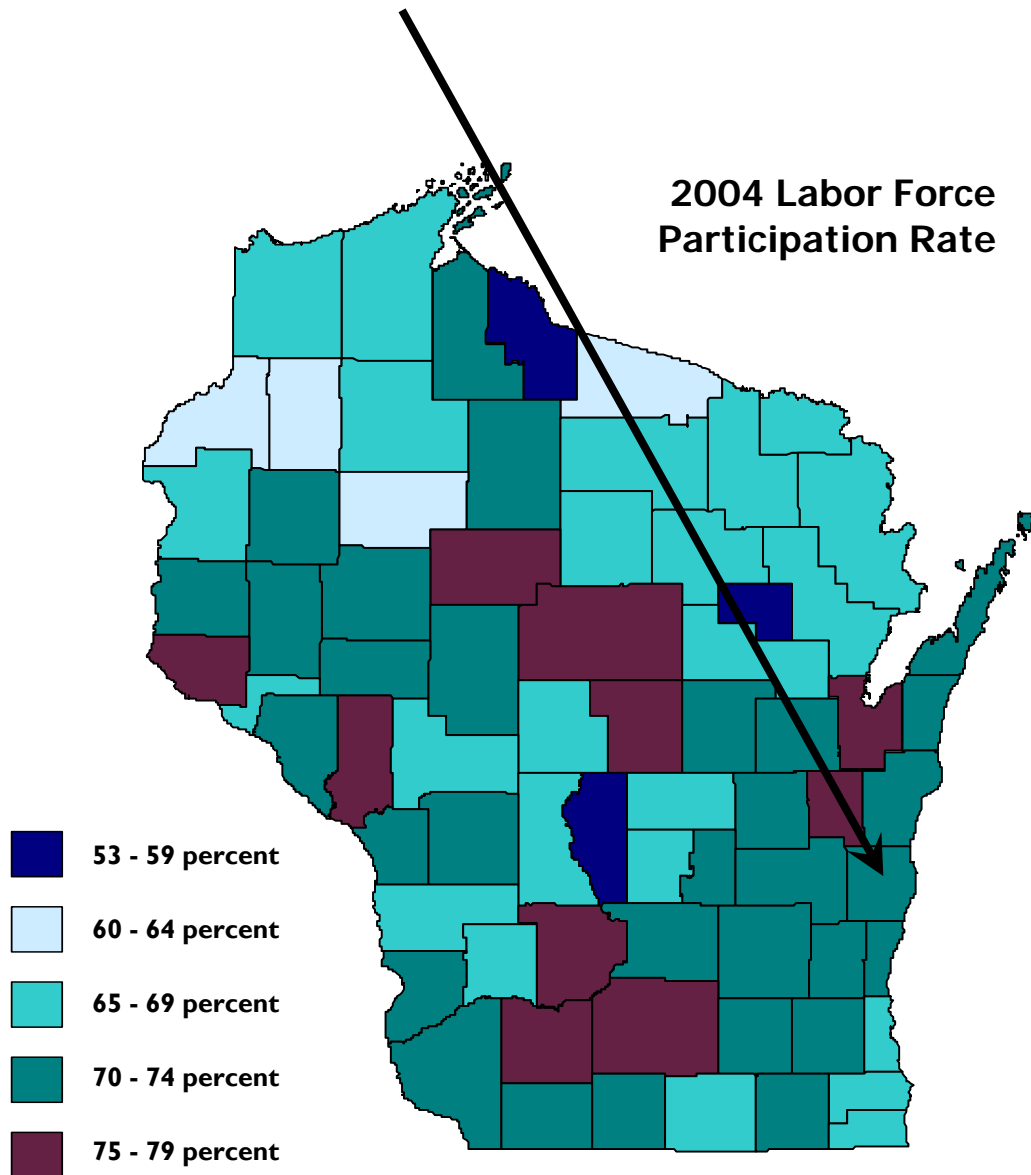


Sheboygan County Workforce Profile



Source: Estimates created by DWD, OEA using data supplied by
U.S. Bureau of Labor Statistics and U.S. Bureau of Census

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State of Wisconsin
Department of Workforce Development
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County Population and Labor Force

Population growth in Sheboygan County continues to increase at a slower pace than in the State of Wisconsin and the United States. The county has now experienced a slower overall growth rate than the state and nation for several decades. Between 2000 and 2005 the county added 3,419 residents to its population base. Based on current population projections for 2000 through 2020, the county's population will continue to grow at a slower pace than the state.

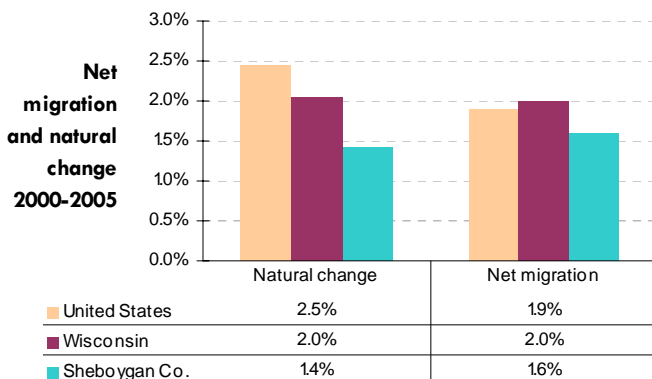
The percent of the population aged 16 years and over that is currently in the labor force is 71.9 percent. This is slightly higher than the statewide average of 70.7 percent. This average fluctuates on a monthly and annual basis depending on where we are in the economic cycle during the year as well as how the overall economy is doing. Generally the participation rate in Wisconsin and Sheboygan County are well above the national average which is currently 65.4 percent. Wisconsin's labor force participation rate is usually in the top five nationally. A disadvantage of a high participation rate is that it indicates that the number of residents who want to work has reached a maximum. If that occurs, then how do you create more jobs without a pool of available workers?

The make-up of the county's population by age group is a bit different than the state and nation. The percentage of the those 16 to 24 years old is slightly below the state and nation. This could have a continued impact on economic development if there are not enough new workers in the labor force

Five largest municipalities in Sheboygan County

	April 2000 Census	Jan. 1, 2005 estimate	Numeric change	Percent change
Sheboygan County	112,656	116,075	3,419	3.0%
Sheboygan, City	50,792	50,741	-51	-0.1%
Plymouth, City	7,781	8,213	432	5.6%
Sheboygan Falls, City	6,772	7,254	482	7.1%
Sheboygan, Town	5,874	7,024	1,150	19.6%
Wilson, Town	3,227	3,397	170	5.3%

Source: Wis. Dept. of Administration, Demographic Services, August 2005



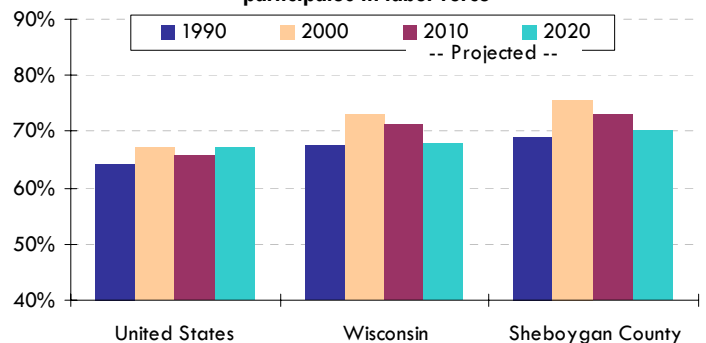
Source: WI Dept. of Admin., Demographic Services & US Census Bureau

Population and Labor Force

	United States	Wisconsin	Sheboygan County
Total population in 2000	281,424,602	5,363,715	112,656
Population est. Jan. 1, 2005	295,160,302	5,580,757	116,075
Change	13,735,700	217,042	3,419
% change	4.9%	4.0%	3.0%
2005 Labor force population*	224,837,000	4,339,938	89,940
Share of total population	76.2%	78%	77.5%
Labor force	147,125,000	3,071,179	64,662
Labor force participation rate	65.4%	70.8%	71.9%
2005 Population 16 yrs. & over	228,621,674	4,417,313	92,365
16-24 yrs old	37,489,370	743,764	15,127
Share of population 16+ yrs	16.4%	16.8%	16.4%
25-59 yrs old	142,248,896	2,708,865	56,141
Share of population 16+ yrs	62.2%	61.3%	60.8%
60 yrs and older	48,883,408	964,684	21,097
Share of population 16+ yrs	21.4%	21.8%	22.8%
Projected population: 2020	335,804,546	6,110,878	126,540
Population 16 yrs. & over	264,085,104	4,869,573	100,000
16-24 yrs old	37,918,865	681,586	13,563
Share of population 16+ yrs	14.4%	14.0%	13.6%
25-59 yrs old	150,678,402	2,756,884	57,149
Share of population 16+ yrs	57.1%	56.6%	57.1%
60 yrs and older	75,487,837	1,431,103	29,288
Share of population 16+ yrs	28.6%	29.4%	29.3%

* civilian population 16 yrs. and older not in an institution

Percent of labor force age population that participates in labor force



Source: special tabulation by OEA using US Census, US Bureau of Labor Statistics, WI Dept. of Admin. estimates and projections

for replacement workers and to fuel expansion. The 25 to 59 year group matches closely with the nation, however, the population over 60 years of ages is slightly larger. The disparity in age groups will continue through 2020 with the 16 to 24 years olds making up a smaller portion of the labor force aged population in the county compared to the state and nation.

Revised Labor Force

The county's labor force had its largest increase of workers between 1993 and 1994 when it increased by over 2,500 workers. This was about two years after the 1991 recession and the nation was beginning a relatively long period of economic growth. There was another large increase in the labor force in 2000, the period right before the most recent recession. Although the economy was still growing at that time, a part of this increase may be the result of a change in the estimating of the labor force based on the 2000 census. This created a break in the series between 1999 and 2000.

The county's unemployment rate was at its lowest level during the time period in 2000 at 2.0 percent. Since that time, the county's labor force has been very steady, although the unemployment rate for the county has increased. While the recession began and ended in 2001, the unemployment rate in the county did not peak until 2003 when it reached 5.1 percent. Since that time, the number of unemployed as well as the rate has dropped.

Although the rate has moderated during the last year, the number of workers estimated to be unemployed remains above the long term average of 2,161.

Sheboygan County Civilian Labor Force Estimates

	Labor force	Employed	Unemployed	Unemployed rate
1990	55,935	53,637	2,298	4.1%
1991	56,026	52,927	3,099	5.5%
1992	56,487	54,046	2,441	4.3%
1993	57,713	55,884	1,829	3.2%
1994	60,252	58,437	1,815	3.0%
1995	61,666	59,978	1,688	2.7%
1996	61,388	59,603	1,785	2.9%
1997	60,985	59,474	1,511	2.5%
1998	61,781	60,356	1,425	2.3%
1999	62,528	61,273	1,255	2.0%
2000	64,523	62,931	1,592	2.5%
2001	64,818	62,369	2,449	3.8%
2002	64,555	61,465	3,090	4.8%
2003	64,797	61,520	3,277	5.1%
2004	64,662	61,799	2,863	4.4%

Source: DWD, Bureau of Workforce Information, Local Area Unemployment Statistics, September 2005

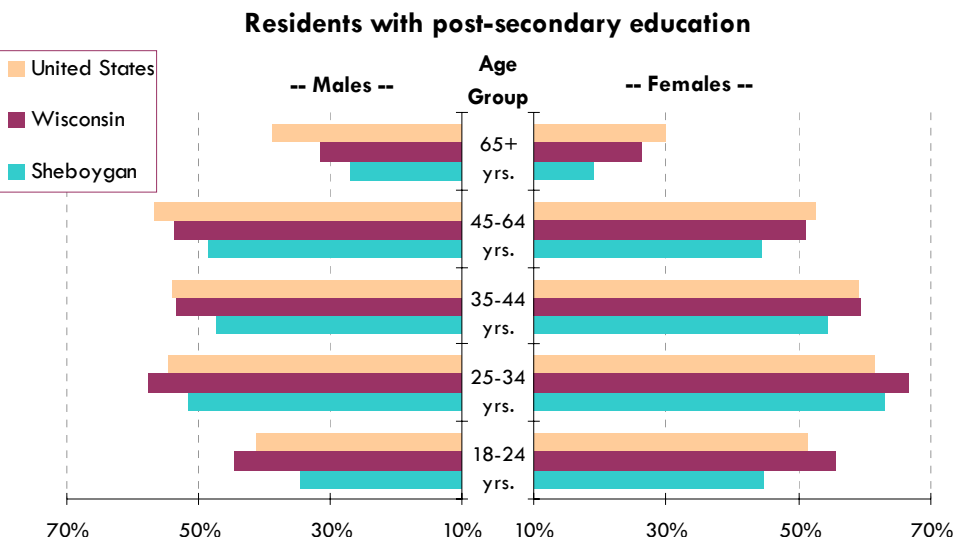
Education Attainment

The focus of this county's analysis to this point has been on quantitative changes in the Sheboygan population and labor force. At this point we will move to the information on the quality of the county's labor force in comparison with the state and nation as well as by age and gender.

Among the ways which experts measure the overall quality of a region's skilled workforce is through an analysis of the

level of education attainment among the population. An example of this analysis is depicted in the graph below. In reviewing this data, a number of significant trends are apparent.

The county is surpassed by the state in every category and by the nation in nearly every age and gender cohort as to the level of post-secondary education (measured as attendance at either a technical or community college and/or four-year college or university). The only area where the county surpasses the nation is females aged 25 to 34.



Source: US Census 2000, Summary file 3, QT-P20

Employment and Wages

Average wages in Sheboygan County are very close to the statewide average. The county's highest paid industry is manufacturing with wages at 98.6 percent of the statewide average. Although the average wage in manufacturing is slightly lower than the statewide average, the high percentage of workers in this industry compared to the state, moves the overall wages of the all industry average up to the state average. Just over 38 percent of the county's jobs are in the manufacturing industry. The importance of manufacturing to the county's economy is hard to overstate when one realizes that 34 percent of the jobs and 48 percent of the county's total wages are related to manufacturing.

This is not to diminish the importance of the other industries in the county. It is important that an area have a wide diversity of industry to balance it needs as well as to provide buffers to both the ups and downs in the national economy and the annual economic cycles each industry experiences.

The leisure and hospitably industry has been growing over the last several years and has added nearly 500 jobs. This industry includes businesses such as restaurants, hotels, golf courses, theatres and other services related to tourism. It does not include retail trade which is in its own sector. Average

Average Annual Wage by Industry Division in 2004

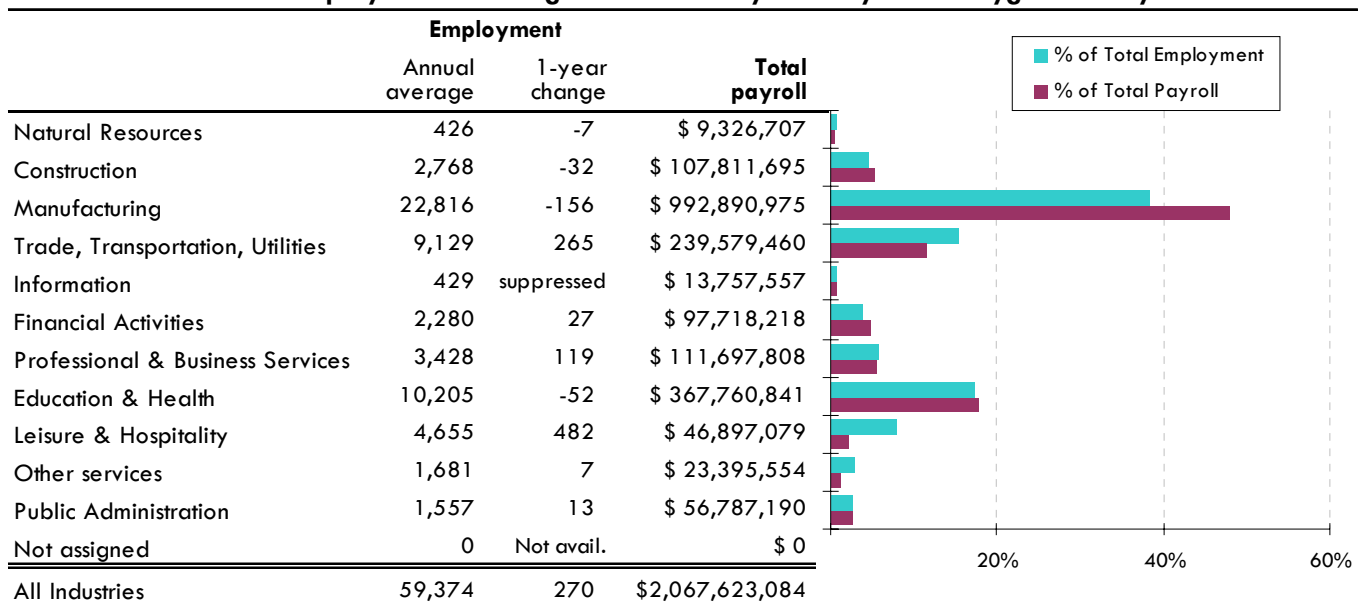
	2004		Percent of Wisconsin	1-year % change
	Wisconsin	Sheboygan County		
All Industries	\$ 34,749	\$ 34,824	100.2%	4.9%
Natural resources	\$ 27,399	\$ 21,894	79.9%	9.5%
Construction	\$ 41,258	\$ 38,949	94.4%	7.1%
Manufacturing	\$ 44,145	\$ 43,517	98.6%	7.1%
Trade, Transportation, Utilities	\$ 30,088	\$ 26,244	87.2%	4.5%
Information	\$ 41,759	\$ 32,069	76.8%	Not avail.
Financial activities	\$ 45,103	\$ 42,859	95.0%	7.3%
Professional & Business Services	\$ 39,580	\$ 32,584	82.3%	-8.6%
Education & Health	\$ 36,408	\$ 36,037	99.0%	7.4%
Leisure & Hospitality	\$ 12,295	\$ 10,075	81.9%	8.6%
Other services	\$ 20,207	\$ 13,918	68.9%	3.9%
Public Administration	\$ 36,347	\$ 36,472	100.3%	1.5%

Source: WI DWD, Bureau of Workforce Information, Quarterly Census of Employment & Wages

wages in the leisure and hospitality industry are generally lower than other industry sectors in Sheboygan County as well as in Wisconsin due, in general, to the seasonality of the business. Many of the jobs are part time and less than 52 weeks. This is often true in retail trade, however, but is not reflected in the wages in the table above since retail trade is included with other industries that are less seasonal and have higher average wages.

Overall, the county experienced job growth in most sectors. The largest decrease was in manufacturing, however, this was offset by increases in several other industries.

2004 employment and wage distribution by industry in Sheboygan County



Source: WI DWD, Bureau of Workforce Information, Quarterly Census Employment and Wages, June 2005

Industry and Employers by Size

Top 10 Employers in Sheboygan County

Establishment	Product or Service	Size (Dec. 2004)
Kohler Co	Enameled iron & metal sanitary ware mfg.	1000+ employees
Sheboygan Public School	Elementary & secondary schools	1000+ employees
Bemis Mfg Co	All other plastics product mfg.	1000+ employees
County of Sheboygan	Executive & legislative offices, combined	1000+ employees
J L French Corp	Aluminum die-casting foundries	500-999 employees
Aurora Health Care Central Inc	Gen. medical & surgical hospitals	500-999 employees
Aurora Medical Group Inc	Offices of physicians, except mental health	500-999 employees
Fresh Brands Distributing Inc	Gasoline stations with convenience stores	500-999 employees
Sargento Foods Inc	Cheese mfg.	500-999 employees
Acuity Insurance	Direct property & casualty insurers	500-999 employees

Source: DWD, Bureau of Workforce Information, ES-202, July 2005

Prominent industries in Sheboygan County

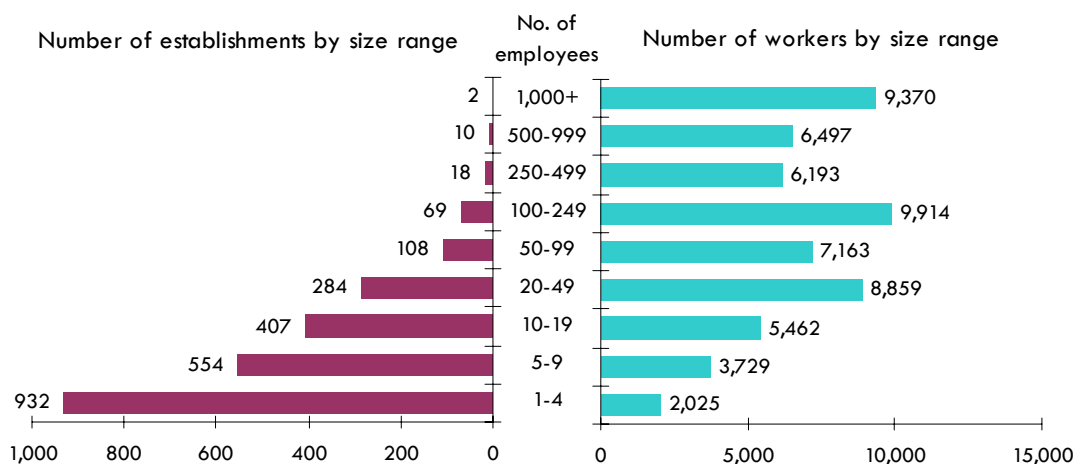
NAICS title	March 2005		Numeric change in employees	
	Establishments	Employees	2004-2005	2000-2005
Fabricated metal product manufacturing	*	*	not avail.	not avail.
Educational services	25	4,116	144	382
Plastics & rubber products manufacturing	20	3,832	273	-1,186
Food services and drinking places	174	3,079	-66	154
Ambulatory health care services	124	2,833	535	872
Food manufacturing	27	2,490	50	-138
Administrative and support services	78	2,221	953	1,078
Nursing and residential care facilities	28	1,919	20	153
Specialty trade contractors	178	1,700	-27	-4
Primary metal manufacturing	9	1,516	-23	-403

* data suppressed to maintain employer confidentiality

Column headings revised 02/06

Source: DWD, Bureau of Workforce Information, ES-202, September 2005

Sheboygan County establishments and workers by employment size range in 2004



(1) Data not available due to suppression factors

Source: DWD, Bureau of Workforce Information, Table 221, July 2005

As mentioned on the previous page, Sheboygan County is largely a manufacturing area with four of the ten largest employers part of this industry. Although the county is high in manufacturing, there is also a significant presence from the insurance industry with the tenth largest employer in the county from that sector.

The company has grown quite rapidly during the last several years and has stated that it expects to continue to expand over the next several years. The insurance industry is probably a well kept secret in Wisconsin. The state ranks in the top tier of states in jobs in the insurance industry.

Although the county has seen growth in leisure and hospitality businesses, especially with the addition of new golf courses and the Blue Harbor Resort in the middle of 2004, no business from this sector is on the top ten employers list nor the prominent industries list in Sheboygan County at this point in time.

The graph on the bottom of this page indicates that the majority of the county's employers are very small in the number of workers they employ, which is no surprise and is not unique to Sheboygan. The majority of those employed, are employed by mid-size to large employers.

Per Capita Personal Income

Sheboygan County's per capita personal income (PCPI) was \$31,251 as of 2003 (the most recent figures). The county's PCPI ranks 9th highest among the state's 72 counties and is \$566 above the statewide PCPI.

PCPI is defined as total personal income divided by the total population. The majority of total personal income, though not exclusive to this list, is made up of wage and salary earnings, dividends from holdings, accrued interest, rental property income, retirement benefits, social security and other government transfer payments.

The high ranking of Sheboygan County is influenced in part by having an average wage that is just above the statewide average and the fact that the county is also a metropolitan area. Although total per capita income is influenced as well by sources other than wages.

Net earnings make up about 71 percent of the county's total income compared to the state average of 69.9 percent. The remainder of PCPI comes from dividends, interest and rental property income, (16.3 percent) which is similar to the state average (16.2 percent) and transfer payments which make up 12.7 percent of Sheboygan's PCPI. This is slightly less than the state where 14.0 percent comes from transfer payments.

Although the county's population has a slightly larger percentage of its population at or near retirement age, it has a smaller share of its PCPI from this source. This is offset by the higher

portion coming from net earnings, which may be impacted by the higher participation rate of the county's labor force and average wages being a bit above the statewide average.

Wisconsin Counties 2003 Per Capita Personal Income and Rank in State

Area	2003	Rank	5-yr growth	Rank	Area	2003	Rank	5-yr growth	Rank
United States	\$ 31,472		17.1%		Manitowoc	\$ 27,807	27	13.6%	59
Wisconsin	\$ 30,685		17.2%		Marathon	\$ 29,992	16	22.0%	5
Adams	\$ 22,804	59	16.1%	37	Marinette	\$ 25,448	39	21.3%	9
Ashland	\$ 23,204	55	16.6%	32	Marquette	\$ 22,590	64	26.5%	1
Barron	\$ 24,922	41	15.2%	44	Menominee	\$ 18,449	72	19.8%	16
Bayfield	\$ 22,660	62	13.4%	60	Milwaukee	\$ 31,419	7	19.5%	18
Brown	\$ 32,076	5	17.8%	25	Monroe	\$ 23,467	54	16.8%	31
Buffalo	\$ 29,083	20	17.2%	28	Oconto	\$ 24,842	42	12.3%	66
Burnett	\$ 22,796	60	17.1%	29	Oneida	\$ 28,646	22	18.7%	21
Calumet	\$ 31,880	6	21.4%	8	Outagamie	\$ 30,952	11	20.5%	14
Chippewa	\$ 25,999	36	12.3%	67	Ozaukee	\$ 47,527	1	14.7%	48
Clark	\$ 22,227	66	13.9%	55	Pepin	\$ 24,407	44	13.0%	64
Columbia	\$ 30,846	12	18.2%	24	Pierce	\$ 27,963	26	18.6%	23
Crawford	\$ 22,628	63	20.9%	13	Polk	\$ 24,201	46	13.9%	54
Dane	\$ 36,455	3	21.0%	12	Portage	\$ 27,464	30	21.1%	11
Dodge	\$ 26,048	35	13.3%	61	Price	\$ 24,361	45	12.2%	68
Door	\$ 30,657	13	15.9%	40	Racine	\$ 31,271	8	15.0%	45
Douglas	\$ 23,568	53	15.3%	43	Richland	\$ 23,829	51	21.9%	6
Dunn	\$ 22,885	58	14.9%	47	Rock	\$ 28,256	25	14.1%	50
Eau Claire	\$ 27,469	29	17.5%	27	Rusk	\$ 20,461	71	14.0%	52
Florence	\$ 24,146	47	25.3%	3	Sauk	\$ 28,780	21	19.5%	19
Fond du Lac	\$ 29,951	17	16.1%	38	Sawyer	\$ 23,921	50	22.3%	4
Forest	\$ 21,975	68	25.4%	2	Shawano	\$ 23,941	49	13.9%	56
Grant	\$ 24,116	48	15.6%	42	Sheboygan	\$ 31,251	9	19.8%	17
Green	\$ 28,542	23	14.0%	51	St. Croix	\$ 31,091	10	13.6%	57
Green Lake	\$ 26,962	32	8.1%	72	Taylor	\$ 23,020	56	16.6%	34
Iowa	\$ 27,308	31	19.2%	20	Trempealeau	\$ 25,242	40	18.7%	22
Iron	\$ 22,912	57	21.1%	10	Vernon	\$ 20,950	70	15.7%	41
Jackson	\$ 26,084	34	21.9%	7	Vilas	\$ 25,664	37	13.0%	63
Jefferson	\$ 29,330	18	16.5%	35	Walworth	\$ 27,626	28	13.6%	58
Juneau	\$ 22,382	65	12.7%	65	Washburn	\$ 22,794	61	16.0%	39
Kenosha	\$ 29,117	19	16.5%	36	Washington	\$ 35,196	4	14.9%	46
Kewaunee	\$ 25,536	38	8.8%	71	Waukesha	\$ 41,551	2	12.2%	69
La Crosse	\$ 28,284	24	16.8%	30	Waupaca	\$ 26,863	33	14.0%	53
Lafayette	\$ 21,983	67	10.1%	70	Waushara	\$ 21,762	69	13.2%	62
Langlade	\$ 23,739	52	20.4%	15	Winnebago	\$ 30,359	15	16.6%	33
Lincoln	\$ 24,725	43	14.6%	49	Wood	\$ 30,401	14	17.7%	26

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System, May 2005